

Colonial
Stores

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 1801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. NOFFA •
GENERAL PRESIDENT
28 LOUISIANA AVE., N.W.
WASHINGTON, D.C. 20001

HEADQUARTERS

National Agreement
Colonial Stores, Inc.



May 18, 1964

TO: All Members of Policy Committee of
the National Warehouse Division

Dear Sir and Brother:

Vice President H. J. Gibbons has requested that I send you a copy of the recent survey of Teamster contract provisions with Colonial Stores, Inc.

If you need any further information or have any questions, please do not hesitate to contact me.

Fraternally yours,

Roy Barnes
Roy Barnes
Research

RB/la
Encl.

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CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
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HEADQUARTERS
*National Agreement -
Colonial Stores, Inc.*

SURVEY OF TEAMSTER CONTRACT PROVISIONS

COLONIAL STORES, INC.

WAGES, HOURS, FRINGE BENEFITS, UNION SECURITY

COVERING

DRIVERS AND WAREHOUSEMEN

MAY 1964

Prepared by:

Research Department
International Brotherhood
of Teamsters
Washington, D. C.

Rec. for filing 5-15-64

May 14, 1964

TO: All Teamster Local Unions Having
Jurisdiction Over Colonial Stores, Inc.

Dear Sir and Brothers:

The attached survey "Colonial Stores, Inc. -- Wages, Hours, Fringe Benefits, Union Security Covering Drivers and Warehousemen" was prepared at the request of the National Warehouse Division.

This survey shows the major "cost" items in Teamster contracts covering drivers and warehouse employees of Colonial Stores, Inc. We have not included a breakdown of the provisions covering garage employees. However, where garage employee wage rates are included in the agreements studied, these provisions can be found in the wage schedules of the individual agreements studied.

The agreements included in this study represent all those known and on file at the Research Department of the International Union.

We hope this survey will be helpful in future negotiations with this company. Copies of the agreements studied are available upon request. Requests should be addressed to the Research Department, International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington 1, D. C.

Faternally yours,

Abraham Weiss
Abraham Weiss
Economist

AM/le

COLONIAL STORES, INC.
WAGES, HOURS, FRINGE BENEFITS, UNION SECURITY
COVERING
DRIVERS AND WAREHOUSEMEN

MAY 1964

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COLONIAL STORES, INC.

CORPORATE BACKGROUND

Colonial Stores operates a chain of approximately 450 retail food stores in nine Southern states and Ohio.

The company ranks as the eleventh largest supermarket chain in the United States, based on sales volume in 1963.

Colonial is organized into seven operating divisions, each headed by a General Manager. Day-to-day operational control has been decentralized into these selling areas. However, all collective bargaining agreements have been handled from the main and central office.

The company's warehouses are located at Norfolk, Virginia, Columbia, South Carolina, Atlanta and Thomasville, Georgia, Cincinnati and Columbus, Ohio and Jacksonville, Florida. All of the company's warehouses are Teamster-organized, except for Columbus, Ohio, which is organized by a rival union (although Teamsters represent drivers and garage employees) and Jacksonville, Florida, a small operation employing about 6 warehousemen.

Colonial Stores has been guided by a new management team since August 1960, headed by company President Carl Reith.

Number of Employees - December 28, 1963 - 12,900 full and part-time.

Financial Data

<u>Year Ending</u> <u>Dec. 31</u>	<u>Net Sales</u>	<u>Net Income</u>
1963	\$457,291,813	\$4,901,281
1962	449,897,830	4,365,295
1961	441,508,425	3,900,308

Estimated 1964 Sales - \$475,000,000

DIRECTORY OF TEAMSTER LOCAL UNIONS
HOLDING CONTRACTS WITH
COLONIAL STORES, INC.

<u>Local Union</u>	<u>Location</u>	<u>Conference</u>	<u>Unit</u>
#100	Cincinnati, Ohio	Central	D - G
#391	Raleigh, North Carolina	Eastern	D - G - W
#415	Columbus, Ohio	Central	D - G
#509	Columbia, South Carolina	Eastern	D - G - W
#661	Cincinnati, Ohio	Central	W
#728	Atlanta, Georgia	Southern	D - G - W
#728	Thomasville, Georgia	Southern	D - G - W
#822- #822	Norfolk, Virginia	Eastern	D - G - W

D - Drivers G - Garage W - Warehousemen

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COLONIAL STORES, INC.

DRIVERS AND WAREHOUSEMEN

CONTRACT EXPIRATION DATES

<u>Year</u>	<u>Month</u>	<u>No. Employees</u>	<u>Local</u>	<u>Unit</u>	<u>Location</u>
1964	March	58	#100	D - G	Cincinnati, Ohio
	April	60	#661	W	Cincinnati, Ohio
	July	150	#509	D - W - G	Columbia, South Carolina
	August	42	#728	D - W - G	Thomasville, Georgia
	October	243	#728	D - W - G	Atlanta, Georgia
	October	50	#415	D - G	Columbus, Ohio
1965	July	150	#522-#822	D - W - G	Norfolk, Virginia
	Sept.	<u>148</u>	#391	D - W - G	Raleigh, North Carolina
		TOTAL	861		

D - Drivers G - Garage W - Warehousemen

COLONIAL STORES - DRIVERS AND WAREHOUSEMEN

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LOCAL & LOCATION	EFFECTIVE & EXPIRATION DATES	UNION SECURITY		MISCELLANEOUS BENEFITS		
		UNION SHOP	DUES CHECKOFF	PAY FOR JURY DUTY	PAY FOR FUNERAL LEAVE (DAYS)	EMPLOYER PRO- VIDES REQUIRED UNIFORMS
			WAREHOUSEMEN			
#391 - Raleigh, North Carolina	8/5/82 9/5/85	R-T-W	X	X	3	X
#509 - Columbia, South Carolina	7/24/81 7/25/84	R-T-W	X	X	3	X
#661 - Cincinnati, Ohio	1, 4/1/81 4/4/84	X	X			X
#728 - Atlanta, Georgia	10/22/81 10/31/84	R-T-W Agency Shop	X	X	3	X
#728 - Thomas- ville, Ga. *	8/8/81 8/8/84	R-T-W	X	X	3	X
#322 - #822 - Norfolk, Va.	7/30/82 7/25/85	R-T-W	X	X	3	X
			DRIVERS			
#100 - Cincinnati, Ohio **	4/2/81 3/29/84	X	X			X
#391 - Raleigh, North Carolina	8/5/82 9/5/85	R-T-W	X	X	3	X
#413 - Columbus Ohio	10/14/82 10/14/84	X	X	X	3	X
#509 - Columbia S. Carolina **	7/24/81 7/25/84	R-T-W	X	X	3	X
#728 - Atlanta, Ga. **	10/22/81 10/31/84	R-T-W Agency Shop	X	X	3	X
#728 - Thomas- ville, Ga. **	8/8/81 8/8/84	R-T-W	X	X	3	X
#322 - #822 - Norfolk, Va. **	7/30/82 7/25/85	R-T-W	X	X	3	X

* - Jacksonville, Florida Division
** - Supplement

COLONIAL STORES - DRIVERS AND WAREHOUSEMEN

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LOCAL & LOCATION	WORK WEEK		GUARANTEES			
	NUMBER OF DAYS	DAILY (HOURS)	WEEKLY (HOURS)	REPORT PAY (HOURS)	CALL BACK PAY (HOURS)	PAID REST PERIODS
			<u>WAREHOUSEMEN</u>			
#591 - Raleigh, North Carolina	5 ¹ / ₂		40 ¹ / ₂	4		2 - total 30 min.
#509 - Columbia, S. Carolina	5		40	4		2 - total 30 min.
#661 - Cincin- nati, Ohio	5 consec. ² / ₂	8	40	4		
#728 - Atlanta, Georgia	4, 5 or 6 consec. ² / ₂		40	6	4	2 - total 30 min.
#726 - Thomas- ville, Georgia	4, 5 or 6		40	4		2 - total 30 min.
#822 - #822 - Norfolk, Virginia	5		40	4		2 - total 30 min.
			<u>DRIVERS</u>			
#100 - Cincin- nati, Ohio	5	8 or 10 ⁴ / ₄	40 ⁴ / ₄	8		
#591 - Raleigh, North Carolina		SEE WAGE SECTION.				
#413 - Columbus, Ohio			42 ⁸ / ₈	8 ⁶ / ₆		2 - 15 min.
#509 - Columbia, S. Carolina			43 ⁷ / ₇			
#728 - Atlanta, Georgia			42 ⁸ / ₈			
#726 - Thomas- ville, Georgia			42 ⁸ / ₈			
#822 - #822 - Norfolk, Va.			40			

FOOTNOTES - Work Week & Guarantee

- 1 - Except employee assigned to bread unloading on Sunday and employee assigned to battery charging on Saturday.
- 1a - Employees assigned to bread unloading on Sunday or battery charging on Saturday, guaranteed 45 hours.
- 2 - Employees assigned to salvage work will be on a 6 day basis.
- 3 - Except meat, produce and building maintenance departments.
- 4 - On all runs of over 100 miles one-way, daily overtime shall be paid for work over 10 hours per day.
- 4a - Effective April 1, 1962.
- 5 - 34 hour guarantee during a holiday week. Weekly guarantee of 42 hours (34 hours in holiday week) effective October 15, 1963.
- 6 - Where fewer than 8 hours are needed to complete the work week the guarantee will be 4 hours.
- 7 - New drivers guaranteed 40 hours per week.
- 8 - New drivers while driving with regular drivers guaranteed 40 hours per week for metropolitan area driving.
- 9 - New drivers while driving with regular drivers guaranteed 40 hours.

FOOTNOTES - PREMIUM PAY

- 1 - is after 45 hours for employee assigned to bread unloading on Sunday or battery charging on Saturday.
- 2 - Employees given 2 hours advance notice of overtime including an estimate within one (1) hour of the amount of overtime to be worked.
- 3 - Except refrigeration helper, fork truck mechanic, equipment and building maintenance men and stationary engineer.
- 4 - On all runs of over 100 miles one-way, daily overtime shall be paid for work over 10 hours per day.
- 5 - Effective April 1, 1962.
- 6 - Effective October 13, 1963.
- 7 - Effective January 12, 1964, applies only to work performed in the metropolitan area.
- 8 - Effective January 12, 1964. Previously, 48 hours.

FOOTNOTES - Paid Vacations and Holidays

- △ - Any employee working for a competitor during vacation period will be considered to have voluntarily quit.
- △ - Employees regularly scheduled to work shall be paid at straight time and receive the day off preceding or following the holiday.
- △ - 5 holidays for employees with less than one year service; 6th holiday to be on the Monday following the week in which an employee's birthday falls.
- △ - Except refrigeration helper, fork truck mechanic, equipment and building maintenance man, stationary engineer.
- △ - Vacation pay based on drivers guaranteed wages.

COLONIAL STORES - DRIVERS AND WAREHOUSEMEN

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LOCAL & LOCATION	HEALTH & WELFARE, PENSIONS, SEVERANCE PAY & SICK LEAVE				
	HEALTH & WELFARE	PENSIONS	EMPLOYER CONTRIBUTIONS		
			SEVERANCE PAY	SICK LEAVE	
			WAREHOUSEMEN		
#391 - Raleigh, North Carolina	Group Ins.- "Modern Pro- tection Pla	Col. Stores Non-Contributory Retir. Plan			
#509 - Columbia, S. Carolina	Same as	Above.			
#661 - Cincin- nati, Ohio	Same as	Above.			
#728 - Atlanta, Georgia	Same as	Above.			
#728 - Thomas- ville, Georgia	Same as	Above.			
#322 - #822 - Norfolk, Va.	Same as	Above.			
			DRIVERS		
#100 - Cincin- nati, Ohio	Same as	Above.			
#391 - Raleigh, North Carolina	Same as	Above.			
#413 - Columbus, Ohio					
#509 - Columbia, S. Carolina	Same as	Above.			
#728 - Atlanta, Georgia	Same as	Above.			
#728 - Thomas- ville, Georgia	Same as	Above.			
#322 - #822 - Norfolk, Va.	Same as	Above.			

COLONIAL STORES, INC.

COMPARISON OF SELECTED WAGE RATES

WAREHOUSEMEN

<u>LOCAL</u>	<u>#391</u>	<u>#509</u>
<u>LOCATION</u>	<u>Raleigh, North Carolina</u>	<u>Columbia, S. Carolina</u>
<u>RATE EFFECTIVE</u>	<u>8-4-63 8-2-64</u>	<u>7-28-63 7-28-64</u>
Warehouseman	\$1.87	\$1.72
Fork Lift Operator	2.02	1.97
Checker	2.28	2.12
<u>LOCAL</u>	<u>#661</u>	<u>#728</u>
<u>LOCATION</u>	<u>Cincinnati, Ohio</u>	<u>Atlanta, Georgia</u>
<u>RATE EFFECTIVE</u>	<u>9-29-63 4-4-64</u>	<u>12-15-63 10-31-64</u>
Warehouseman	\$2.67	\$2.21
Fork Lift Operator	2.79	2.45
Checker		2.60
<u>LOCAL</u>	<u>#728</u>	<u>#822</u>
<u>LOCATION</u>	<u>Thomasville, Georgia</u>	<u>Norfolk, Virginia</u>
<u>RATE EFFECTIVE</u>	<u>8-4-63 8-4-64</u>	<u>7-21-63 7-19-64</u>
Warehouseman	\$1.83	\$2.05
Fork Lift Operator	2.01	2.20
Checker	2.23	

COLONIAL STORES, INC.

COMPARISON OF SELECTED WAGE RATES

DRIVERS

LOCAL
LOCATION
RATE EFFECTIVE

#100
Cincinnati, Ohio
9-29-63 3-29-64

#391
Raleigh, N. Carolina
8-4-63 8-2-64

Truck Driver:
Local
Out of Town
Double
Mileage Pay

\$3.06
3.18

\$2.83
.10049

LOCAL
LOCATION
RATE EFFECTIVE

#413
Columbus, Ohio
4-12-64 10-14-64

#509
Columbia, S. Carolina
7-28-63 7-25-64

Truck Driver:
Local
Out of Town
Double
Mileage Pay

\$3.13
3.25

\$2.66
2.88

LOCAL
LOCATION
RATE EFFECTIVE

#728
Atlanta, Georgia
12-15-63 6-14-64

#728
Thomasville, Georgia
8-11-63 8-8-64

Truck Driver:
Local
Out of Town
Double
Mileage Pay

\$2.82
2.85

\$2.85
.08507

LOCAL
LOCATION
RATE EFFECTIVE

#822
Norfolk, Virginia
7-21-63 7-19-64

Truck Driver

\$2.89

WAGE RATES

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 100

Location - Cincinnati, Ohio

CLASSIFICATIONS	4-2-61	10-2-61	4-1-62	9-30-62	3-31-63	9-29-63
Truck Drivers: Doubles.	\$2.91	\$2.95	\$3.04	\$3.08	\$3.13	\$3.18
Truck Drivers: Semi and Straight Jobs.	2.79	2.83	2.92	2.96	3.01	3.06

Drivers regularly assigned to spotting trucks shall receive \$.05 per hour above the rate of Semi and Straight Job Drivers.

Garage Employees

Leadman.	2.94	2.98	3.03	3.08	3.14	3.20
Journeyman Mechanic:						
Start	2.77	2.81	2.86	2.91	2.97	3.03
After 30 days.	2.84	2.88	2.93	2.98	3.04	3.10
Apprentice:						
Start	2.37	2.41	2.46	2.51	2.57	2.63
*After 30 days	2.44	2.48	2.53	2.58	2.64	2.70
* After every six (6) months of continuous service, the rate to be increased \$.05 per hour to the Journeymen's rate.						
Servicemen:						
Start	2.47	2.51	2.56	2.61	2.67	2.73
After 30 days	2.54	2.58	2.63	2.68	2.74	2.80
Refrigeration Mechanic.	3.37	3.41	3.46	3.51	3.57	3.63

Employees whose regular schedule requires them to work a night shift beginning after 6:00 p.m. will be paid \$.05 per hour over the rate.

Local 391

Location - Raleigh, North Carolina

A regular full-time employee shall receive seven (.07) cents per hour for all work performed in the frozen freezer room.

Effective August 5, 1962, the maximum regular straight time hourly rate for employees working in the job classifications outlined below shall be as follows:

Each employee working in a job classification outlined below at a regular straight time hourly rate lower than the maximum hourly rate established for the job classification on that date as outlined below shall receive increases on February 10, 1963, February 9, 1964, and February 7, 1965 in accordance with the following formula: the cents per hour below the maximum contract rate on August 5, 1962 shall be divided by three, and the quotient shall be added to the regular straight time hourly rate of the employee on February 10, 1963, February 9, 1964, and February 7, 1965, providing the addition of the quotient or a part of it is necessary to bring the straight time hourly rate of the employee to the maximum hourly rate set forth below the job classification to which the employee is assigned. The quotient adjustment shall be not less than five (5) cents per hour on the adjusted date, not to exceed, however, the maximum hourly rate set forth below for the job classification to which the employee is assigned.

(Cont'd)

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 391 (Cont'd)

Location - Raleigh, North Carolina

CLASSIFICATION	8-5-62	8-4-63	8-2-64
Female.	\$1.61	\$1.67	\$1.73
Warehousemen.	1.81	1.87	1.93
Selector.	1.91	1.97	2.03
Lift Truck Operator.	1.96	2.02	2.08
Checker.	2.22	2.28	2.34
Building Maintenance Man.	2.42	2.48	2.54
Shipping & Receiving Clerk.	2.42	2.48	2.54
Working Foreman	2.50	2.58	2.66
Refrigeration Mechanic.	2.54	2.60	2.66
Garage Servicemen.	1.94	2.00	2.06
Truck Painter.	2.27	2.33	2.39
Truck Mechanic.	2.42	2.50	2.58

New employees assigned in the job classifications set forth above shall be paid a rate differential as set forth below:

First 30 days - 25¢ below the minimum rate being paid to any employee in the job classification.

Second 30 days - 15¢ below the minimum rate being paid to any employee in the job classification.

Third 30 days - 5¢ below the minimum rate being paid to any employee in the job classification.

Thereafter, the new employee shall receive hourly rate increases on the same scheduled basis as outlined above for employees on the payroll August 5, 1962.

	8-5-62	8-4-63	8-2-64
Drivers - Hourly Rate	\$2.77	\$2.83	\$2.89
Drivers - Weekly Minimum Guarantee	\$126.00	\$128.00	\$130.00

This guarantee shall not apply in the case of partial or complete interference with normal operation of the Employer's business by fire, flood, strike, or circumstances beyond the control of the Employer or tardiness, violation of rules and regulations or other fault of the employee.

Drivers Earnings shall be determined as follows:

	8-5-62	8-4-63	8-2-64
Drivers - Mileage rate	\$.09837	\$.10049	\$.10262

This rate shall be paid on basis of pre-determined miles as established by official state highway maps and as posted on the Drivers' bulletin board for distance from Raleigh to each city or town and from each city or town to another city or town for all deliveries or pick up outside the Raleigh metropolitan area. An allowance of three (3) miles per stop after the first delivery or pick up in any town or city having more than one delivery or pick up shall be added to the total predetermined mileage.

(Cont'd)

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 391 (Cont'd)

Location - Raleigh, North Carolina

COMMODITY

Rate per 100 lbs. effective August 5, 1962 through September 5, 1965 as follows:

Grocery (including non-food) . . . . .	.0335¢
Grocery (including non-food) Night . . . . .	.0442¢
Produce . . . . .	.0467¢
Meat . . . . .	.0600¢
Bakery Products . . . . .	.0667¢

Earnings shall be computed for each commodity separately when there is more than one type commodity in a load. Tonnage loaded and unloaded by the driver on the same trip will be calculated as double tonnage.

Tonnage not loaded by the driver but unloaded at destination will be calculated as single tonnage.

Tonnage neither loaded or unloaded by the driver will not be included in the calculation.

The loading of containers, cardboard and defective or damaged merchandise shall not be included in the calculation except that "Good" Non-Food Merchandise being returned from the stores and loaded by the driver will be included in the calculation on the basis of thirteen (13) pounds per carton and all other "Good" merchandise being returned from the stores and loaded by the driver will be included in the calculation on the basis of thirty-three (33) pounds per carton.

All deliveries or pick up within the Raleigh metropolitan area shall be paid on the basis of hourly rate as set forth above.

Drivers shall receive \$1.50 for each completed drop trailer cycle when making store deliveries with the exception of deliveries made within the Raleigh metropolitan area. This payment of \$1.50 shall also be made for the interchange of trailers between divisions of the company.

Drivers shall be paid for transporting and/or unloading store fixtures as follows:

When store fixtures are transported with other merchandise, store fixtures shall be considered a part of the other merchandise.

When store fixtures are returned from a store, a driver will be paid hourly rate as provided above for loading such store fixtures.

When store fixtures are transported without other merchandise, driver shall be paid mileage for transporting store fixtures and the hourly rate provided above for unloading the store fixtures.

Miscellaneous

Drivers will be paid at the regular hourly rate provided above for all delays caused by road failures, accidents, conditions at stores or pick up points for the entire time for such delay when such delay is in excess of one hour.

Drivers will be paid at the regular hourly rate provided above beginning with the first hour not to exceed eight hours in each 24-hour period for layover caused by breakdowns or impassable highways. Reasonable hotel bills and charges for meals will be reimbursed upon presentation of receipts.

New drivers, while driving with regular drivers will be guaranteed a weekly earning opportunity of forty (40) hours per week based on hourly rate in effect as provided above. (The exception with respect to the weekly guarantee as provided above is also applicable.)

(Cont'd)

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 391 (Cont'd)

Location - Raleigh, North Carolina

Truck Shifters will be guaranteed a minimum weekly earning opportunity of forty (40) hours per week based on the following hourly rate:

	<u>8-5-62</u>	<u>8-4-63</u>	<u>8-2-64</u>
Truck Shifters	\$2.77	\$2.83	\$2.89

Retirement plan, vacation pay and group insurance program will be based on the drivers guaranteed wages as set forth in this agreement

Local 413

Location - Columbus, Ohio

<u>CLASSIFICATION</u>	<u>10-14-62</u>	<u>4-14-63</u>	<u>10-13-63</u>	<u>4-12-64</u>
Double Truck Drivers:				
1 - 6 months	\$3.03	\$3.07	\$3.15	\$3.20
Second 6 months	3.055	3.095	3.175	3.225
After 1 year	3.08	3.12	3.20	3.25
Truck Drivers:				
1 - 6 months	2.91	2.95	3.03	3.08
Second 6 months	2.935	2.975	3.055	3.105
After 1 year	2.96	3.00	3.08	3.13
Helpers:				
1 - 6 months	2.81	2.85	2.93	2.98
Second 6 months	2.835	2.875	2.955	3.005
After 1 year	2.86	2.90	2.98	3.03
<u>GARAGE EMPLOYEES</u>				
Truck Mechanic Leadman	3.16	3.20	3.28	3.33
Truck Mechanic (Journeyman):				
Start	3.00	3.04	3.12	3.17
After 90 days	3.07	3.11	3.19	3.24
Servicemen:				
Start	2.61	2.65	2.73	2.78
After 90 days	2.68	2.72	2.80	2.85
Apprentice Truck Mechanic:				
Start	2.51	2.55	2.63	2.68
After 90 days	2.58	2.62	2.70	2.75

a) After every six (6) months of continuous service, the rate of an Apprentice Truck Mechanic will be increased \$.05 per hour until the above Truck Mechanic rate is reached.

b) The 90-day beginning period will be waived on Truck Mechanics (Journeyman) who leave the company and continue working at the trade if rehired within one year, if laid off and rehired within one year.

c) A night premium of ten cents (10¢) per hour shall be paid for all work performed by Garage employees between the hours of 6:00 p. m. and 6:00 a. m., except for such work performed on call-in as provided in Section 1, Paragraph D of Appendix A.

(Cont'd)

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 413 (Cont'd)

Location - Columbus, Ohio

Drivers shall report immediately any breakdowns on the road and shall be paid at the regular rate for all time spent with the equipment.

In the event it is impossible to complete a run due to impassable highways, drivers shall be guaranteed a minimum of eight (8) hours' pay at the regular rate per hour in each twenty-four (24) hour period. A driver will be considered on duty unless on lay-over where lodging is available.

On lay-overs, drivers shall receive two (2) meal allowances of \$1.50 each.

When employees are required to lay over away from their domicile terminal, they shall be put to work at the end of the 10th hour after the run ends, or be paid the hourly rate for each hour lay-over time beyond ten (10) hours, not to exceed eight (8) hours' pay in each twenty-four (24) hour period.

Local 509

Location - Columbia, South Carolina

CLASSIFICATIONS	7-24-61	7-29-62	7-28-63
Salad Maker - Mixer	\$1.52	\$1.57	\$1.62
Cook	1.67	1.72	1.77
Warehousemen	1.62	1.67	1.72
Selector	1.77	1.82	1.87
Lift Truck Operator	1.87	1.92	1.97
Checker	2.02	2.07	2.12
Shipping-Receiving Clerk	2.32	2.37	2.42
Group Leader - Warehouse	2.47	2.52	2.57
Garage Servicemen	1.62	1.67	1.72
Truck Lubricator	1.87	1.92	1.97
Truck Mechanic Helper	1.97	2.02	2.07
Night Truck Repair Mechanic	2.18	2.24	2.30
Truck Mechanic	2.43	2.49	2.55
Group Leader - Garage	2.68	2.74	2.80
Building Maintenance Helper	1.87	1.92	1.97
Building Maintenance & Equipment Mechanic	2.43	2.49	2.55
Refrigeration Mechanic	2.53	2.59	2.69

A new employee shall be paid fifteen (15) cents less than rates set forth above for the first ninety (90) days of employment.

	7-24-61	7-29-62	7-28-63
Truck Shifters:			
Start	\$2.20	\$2.26	\$2.32
After 30 days	2.30	2.36	2.42
After 60 days	2.40	2.46	2.52
After 90 days	2.45	2.51	2.57
Metropolitan Area Drivers:			
Start	2.29	2.35	2.41
After 30 days	2.39	2.45	2.51
After 60 days	2.49	2.55	2.61
After 90 days	2.54	2.60	2.66
Out of Town Drivers:			
Start	2.43	2.49	2.55
After 30 days	2.53	2.59	2.65

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 509 (Cont'd)

Location - Columbia, South Carolina

	<u>7-24-61</u>	<u>7-29-62</u>	<u>7-28-63</u>
After 60 days.	\$2.63	2.69	2.75
After 90 days.	\$2.69	2.75	2.81

A regular full-time employee shall receive seven (.07) cents per hour for all work performed in the frozen food freezer room.

Retirement plan, vacation pay and group insurance program will be based on the drivers guaranteed weekly pay as set forth above.

Local 661

Location - Cincinnati, Ohio

CLASSIFICATIONS	<u>4-2-61</u>	<u>4-1-62</u>	<u>9-30-62</u>	<u>3-31-63</u>	<u>9-29-63</u>
Banana Room Operator:					
Start.	\$2.50	\$2.57	\$2.62	\$2.68	\$2.74
After 15 days.	2.55	2.62	2.67	2.73	2.79
Janitor:					
Start.	2.10	2.19	2.26	2.34	2.42
After 15 days.	2.15	2.24	2.31	2.39	2.47
General Warehousemen:					
Start.	2.38	2.45	2.50	2.56	2.62
After 15 days.	2.43	2.50	2.55	2.61	2.67
Order Loader:					
Start.	2.42	2.49	2.54	2.60	2.66
After 15 days.	2.47	2.54	2.59	2.65	2.71
Order Assembler (Male):					
Start.	2.50	2.57	2.62	2.68	2.74
After 15 days.	2.55	2.62	2.67	2.73	2.79
Lift Truck Operator:					
Start.	2.50	2.57	2.62	2.68	2.74
After 15 days.	2.55	2.62	2.67	2.73	2.79
Salvage Handler (Male):					
Start.	2.35	2.43	2.49	2.56	2.62
After 15 days.	2.40	2.48	2.54	2.61	2.67
Order Assembler (Female):					
Start.	2.05	2.15	2.15	2.25	2.25
After 15 days.	2.10	2.20	2.20	2.30	2.30

Local 728

Location - Atlanta, Georgia

CLASSIFICATION	<u>10-22-61</u>	<u>6-17-62</u>	<u>12-16-62</u>	<u>6-16-63</u>	<u>12-15-63</u>	<u>6-14-64</u>
Metropolitan area Drivers.	\$2.59	\$2.62	\$2.70	\$2.75	\$2.82	\$2.90
Out of Town Drivers.	2.70	2.70	2.74	2.78	2.85	2.90

(Cont'd)

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 728 (Cont'd)

Location - Atlanta, Georgia

A regular full-time employee shall receive eight (.08) cents per hour for all work performed in the frozen food freezer room.

Retirement plan, vacation pay and group insurance program will be based on the drivers' guaranteed wages as set forth above.

New drivers assigned to the classifications above shall be paid a rate differential as set forth below:

First 30 days 25¢ below contract rate
Second 30 days 15¢ below contract rate
Third 30 days 5¢ below contract rate
Thereafter contract rate

INSIDE WORKERS CLASSIFICATIONS	10-22-61	12-16-62	12-15-63
Kitchen Helper	\$1.63	\$1.70	\$1.77
Second Cook	1.68	1.75	1.82
First Cook	1.89	1.96	2.03
Warehousemen - Female	1.89	1.96	2.03
Warehousemen	2.01	2.11	2.21
Packaging Machine Operator (Female)	2.03	2.10	2.17
Packaging Machine Operator (Male)	2.15	2.25	2.35
Salad Plant Cook	2.15	2.25	2.35
Selector	2.25	2.35	2.45
Lift Truck Operator	2.25	2.35	2.45
Scrubbers	2.25	2.35	2.45
Roasters	2.30	2.40	2.50
Meat Fabricator	2.40	2.50	2.60
Checker	2.40	2.50	2.60
Plant Sanitarian - Group IV	2.40	2.50	2.60
Shipping and Receiving Clerk	2.65	2.75	2.85
Garage Servicemen	2.10	2.20	2.30
Garage Parts Room Men	2.25	2.35	2.45
Truck Painter	2.50	2.60	2.70
Truck Mechanic	2.74	2.84	2.94
Refrigeration Helper	2.25	2.35	2.45
Fork Truck Mechanic	2.88	2.96	3.04
Equipment & Building Maintenance Men	2.80	2.90	3.00
Stationary Engineer	3.13	3.21	3.29
Working Foreman	2.75	2.85	2.95

New employees assigned in the job classifications assigned above shall be paid a rate differential as set forth below:

First 30 days 25¢ below contract rate
Second 30 days 15¢ below contract rate
Third 30 days 5¢ below contract rate
Thereafter Contract rate

(Cont'd)

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 728

Location - Thomasville, Georgia (Jacksonville, Florida Div.)

CLASSIFICATION	8-6-61	8-5-62	8-4-63
<u>GROUP 1</u>			
Warehousemen:			
Start	\$1.42	\$1.50	\$1.58
30 days	1.52	1.60	1.68
60 days	1.62	1.70	1.78
90 days	1.67	1.75	1.83
Selector:			
Start	1.60	1.68	1.76
30 days	1.70	1.78	1.86
60 days	1.80	1.88	1.96
90 days	1.85	1.93	2.01
Lift Truck Operators:			
Start	1.60	1.68	1.76
30 days	1.70	1.78	1.86
60 days	1.80	1.88	1.96
90 days	1.85	1.93	2.01
Chackar:			
Start	1.82	1.90	1.98
30 days	1.92	2.00	2.08
60 days	2.02	2.10	2.18
90 days	2.07	2.15	2.23
Shipping and Receiving Clerk:			
Start	2.22	2.30	2.38
30 days	2.32	2.40	2.48
60 days	2.42	2.50	2.58
90 days	2.47	2.55	2.63
Leadman:			
Start	2.32	2.40	2.48
30 days	2.42	2.50	2.58
60 days	2.52	2.60	2.68
90 days	2.57	2.65	2.73
<u>GROUP 2 (SEE DRIVERS' WAGE RATES)</u>			
<u>GROUP 3</u>			
Garage Service Man:			
Start	1.50	1.58	1.66
30 days	1.60	1.68	1.76
60 days	1.70	1.78	1.86
90 days	1.75	1.83	1.91
Mechanics:			
Start	2.17	2.25	2.33
30 days	2.27	2.35	2.43
60 days	2.37	2.45	2.53
90 days	2.42	2.50	2.58

The normal work week for a regular fulltime employee shall be forty (40) hours to be worked in not more than four (4), five (5), or six (6) days as required by the warehouse schedule. All hours worked in excess of forty (40) hours in a week shall be paid at one and one-half (1½) times the employee's regular straight-time hourly rate. Overtime shall be paid on the day or the week whichever is greater, but not both.

A night premium of seven (.07) cents per hour shall be paid for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

(These rules not applicable to Drivers - See Drivers' Wage rates)

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 728 (Cont'd)

Location - Thomasville, Georgia (Jacksonville, Florida Div.)

<u>DRIVERS' WAGE RATES</u>	<u>8-13-61</u>	<u>8-12-62</u>	<u>8-11-63</u>
Drivers' Hourly Rate.	\$2.69	\$2.77	\$2.85
Drivers' Weekly Minimum Guarantee.	\$112.98	\$116.34	\$119.70

This guarantee shall not apply in the case of partial or complete interference with the normal operation of the Employer's business by fire, flood, strike, lack of materials or supplies caused by failure of delivery by outside persons or agencies, or circumstances beyond the control of the Employer or tardiness, violation of rules and regulations or other fault of the employee.

	<u>8-13-61</u>	<u>8-12-62</u>	<u>8-11-63</u>
Drivers' Mileage Rate	.08018¢	.08259¢	.08507¢

These amounts are to be paid per mile, and shall be paid on basis of per-determined miles as established by AAA map and as posted on the Drivers' bulletin board for distance from Thomasville to each city or town and from each city or town to another city or town for all deliveries or pick-up outside Thomasville, Georgia. An allowance of three (3) miles per stop, after the first delivery or pick-up in any town or city having more than one delivery or pick-up shall be added to the total pre-determined mileage.

For loading or unloading tonnage the driver shall be paid as follows: (Rate per 100 lbs.)

<u>COMMODITY</u>	<u>8-13-61</u>	<u>8-12-62</u>	<u>8-11-63</u>
Dry Grocery. . . . .	.0280¢	.0288¢	.0297¢
Wet Grocery. . . . .	.0370¢	.0381¢	.0392¢
Produce . . . . .	.0390¢	.0402¢	.0414¢
Bakery. . . . .	.0719¢	.0741¢	.0763¢

Earnings will be computed for each commodity separately when there is more than one type commodity in a load. Tonnage loaded and unloaded by the driver on the same trip will be calculated as double tonnage.

Tonnage not loaded by the driver but unloaded at destination will be calculated as single tonnage.

Tonnage neither loaded or unloaded by the driver will not be included in the calculation.

The loading of containers, cardboard and defective or damaged merchandise shall not be included in the calculation except that "Good" merchandise being returned from the stores and loaded by the driver will be included in the calculation on the basis of thirty-three (33) pounds per carton.

All deliveries or pickup in Thomasville, Georgia, shall be paid on the basis of hourly rate as set forth above.

Drivers shall be paid for transporting and/or unloading store fixtures as follows:

When store fixtures are transported with other merchandise, store fixtures shall be considered a part of the other merchandise.

When store fixtures are returned from a store, driver will be paid hourly rate as provided above for loading such store fixtures.

When store fixtures are transported without other merchandise, driver shall be paid mileage for transporting store fixtures and the hourly rate provided above for unloading the store fixtures.

(Cont'd)

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 728 (Cont'd)

Location - Thomasville, Georgia (Jacksonville, Florida Div.)

MISCELLANEOUS

1. Drivers will be paid at the regular hourly rate provided above for all delays caused by road failures, accidents, conditions at stores, or pickup points for the entire time for such delay when such delay is in excess of 1 hour. Drivers required to make more than one (1) back-haul pick-up stop in a city on each run will be paid at their regular hourly rate for all delays at such pick-up points beginning with the second such pick-up stop.
2. Drivers will be paid at the regular hourly rate provided above beginning with the first hour not to exceed eight (8) hours in each 24-hour period for layover caused by breakdowns or impassable highways. Reasonable hotel bills and charges for meals will be reimbursed upon presentation of receipts.
3. Retirement plan, vacation pay and group insurance program will be based on the drivers guaranteed wages as set forth in this Agreement.

Local 822

Location - Norfolk, Virginia

Effective on January 20, 1963, January 19, 1964, and January 24, 1965, the regular straight time hourly rate for each employee working in the job classifications outlined below shall be increased not more than five (5) cents per hour providing such employee's regular straight time hourly rate is below the rate established for the job classification on that date as outlined below.

CLASSIFICATION	7-29-62	7-21-63	7-19-64
Female	\$1.68	\$1.74	\$1.80
Warehousemen	1.99	2.05	2.11
Selector	2.09	2.15	2.21
Lift Truck Operator	2.14	2.20	2.26
Building Maintenance Men	2.45	2.51	2.57
Shipping & Receiving Clerk	2.45	2.51	2.57
Working Foreman	2.71	2.77	2.83
Garage Servicemen	1.99	2.05	2.11
Truck Painter	2.48	2.56	2.64
Truck Mechanic	2.48	2.56	2.64
Maintenance Helper	1.81	1.87	1.93

New employees assigned in the job classifications set forth above shall be paid a rate differential as set forth below.

First 30 days	25¢ below contract rate
Second 30 days	15¢ below contract rate
Third 30 days	5¢ below contract rate
Thereafter	Contract rate

Full-time employees who are laid off due to lack of work and accept part-time employment if it is available shall receive the rate of the assigned job classification.

A regular full-time employee shall receive seven (.07) cents per hour for all work performed in the frozen food freezer room.

(Cont'd)

COLONIAL STORES, INC.
DRIVERS AND WAREHOUSEMEN

Local 822 (Cont'd)

Location - Norfolk, Virginia

<u>Truck Drivers Wage Rates</u>	<u>7-29-62</u>	<u>7-21-63</u>	<u>7-19-64</u>
First 90 Days	\$2.67	\$2.73	\$2.79
After 90 Days	2.77	2.83	2.89

HEADQUARTERS

*National Agreement -
Colonial Stores*

May 14, 1964

Mr. Robert C. Cook, President
Teamsters Local Union No. 728
2340 Lakewood Avenue, S. W.
Atlanta 15, Georgia

Dear Sir and Brother:

Thank you for your letter of April 24th, discussing the matter of the Colonial Stores and the possibility of a national agreement.

I am currently discussing this question with John Greeley and Vice-President Flynn, Director of the Eastern Conference of Teamsters.

As soon as a decision is made, I will be in touch with you on the matter of calling a meeting of the Colonial committee. In the meantime, enclosed I am sending you a copy of the latest survey on Colonial stores, dated May, 1964.

Fraternaly yours,

H. J. Gibbons
Vice-President

HJG/mc

Enclosure

Office of the General President

To: H. J. Gibbons
From: Roy Barnes *RB*

5/13/64

DATE

In accordance with your request, I am attaching a copy of the completed survey of Teamster agreements with Colonial Stucco, Inc.

Copies of the survey are being held in the Research Department until further notice is received from you.

In regard to the attached letter from Robert Cook, Local #728 — should I send a copy of the survey along to him now?

If you need additional information on this company, please do not hesitate to contact me.

RB/la
Encl.

TRUCK DRIVERS AND HELPERS LOCAL UNION No. 728

I. B. of T. C. W. & A. of A.

SOUTHERN CONFERENCE OF TEAMSTERS

POplar 7-8251

2540 LAKEWOOD AVENUE, S. W.

ATLANTA, GEORGIA 30315

April 24, 1964

ROBT. C. COOK
President

WELDON L. MATHIS
Sec. Treas

Mr. Harold J. Gibbons
International Brotherhood of Teamsters
25 Louisiane Avenue, N.W.
Washington 1, D. C.

Dear Sir and Brother:

I am writing you this letter as Chairman of the Colonial Stores Negotiating Committee. The Local in Columbia, S.C. has a contract that expires in July, 1964. The Atlanta Local, of which I am president, has a contract which expires in October, 1964. The Cincinnati contract has already expired.

In order not to conflict with any timetable the Warehouse Division may have in regards to obtaining National Agreements with other grocery chains, I am awaiting your suggestion as to when an initial meeting should be called of the entire committee.

In the interim, I would greatly appreciate copies of any research material and contracts your office may have of this Company. If it hasn't been done as yet, I believe a comparative study of all contracts between the Teamster Locals and the Colonial Stores is in order.

I would appreciate your advising me as to when you believe we can proceed, and which representative from your Division will be serving as co-ordinator in this effort.

The members of my Local at Colonial have already voted to give the Committee power of attorney to negotiate a National Agreement.

Fraternally yours,

Robt. C. Cook
Robt. C. Cook
President, Local 728

RCC/hb

SHIP BY TRUCK



UNION DRIVERS ARE SAFE DRIVERS



SHIP BY TRUCK

Office of the General President

To: R. J. Gibbons

From: Roy Barnes

HEADQUARTERS

*National Agreement -
Colonial Stores, Inc.*

5/15/64

DATE

In accordance with your request, I am attaching a copy of the completed survey of Teamster agreements with Colonial Stores, Inc.

Copies of the survey are being held in the Research Department until further notice is received from you.

In regard to the attached letter from Robert Cook, Local 6718 -- should I send a copy of the survey along to him now?

If you need additional information on this company, please do not hesitate to contact me.

RB/ls
Encl.

HEADQUARTERS

*National Agreement -
Colonial Stores, Inc.*

May 15, 1964

Mr. John Greeley
Eastern Conf. of Teachers
100 Indiana Avenue, N.W.
Washington 1, D. C.

Dear Sir and Brother:

Vice President H. J. Gibbons has requested that I send to you ten copies of the recent survey of Teachers contract provisions with Colonial Stores, Inc.

If you have any further questions or need any further information, please contact me.

Fraternally yours,

Roy Barnes, Research

RB/le
Encls.

TRUCK DRIVERS AND WAREHOUSEMEN LOCAL UNION No. 728

I. B. of T. C. W. & A. of A.

SOUTHERN CONFERENCE OF TEAMSTERS

ROBT. C. COOK
President

POplar 7-8251

2540 LAKEWOOD AVENUE, S. W.

ATLANTA, GEORGIA 30315

May 8, 1964

WELDON L. MATHIS
Sec. Treas.

HEADQUARTERS

*National Agreement -
Colonial Stores*

Mr. Roy Barnes
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D. C.

Dear Sir and Brother:

In reference to your telegram requesting the number of drivers
and warehousemen covered by agreements with Colonial Stores in
Atlanta and Thomasville, following is information requested:

	<u>Drivers</u>	<u>Warehousemen</u>
Atlanta	71	172
Thomasville	17	25

Fraternally yours,

Robt. C. Cook
Robt. C. Cook
President

BCC/hb

25
17
42

172
+ 25
243

SHIP BY TRUCK



UNION DRIVERS ARE SAFE DRIVERS



SHIP BY TRUCK

Teamsters Joint Council No. 83

HEADQUARTERS

National Agreement
Colonial Stores

TEAMSTERS LOCAL No. 822

of the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA

LEE E. BROWN, President
and Business Agent
CHARLES OWENS, Vice-President

WILLIAM E. LONG, Secretary-Treasurer
and Business Agent

HOME OF TEAMSTERS
304 E. 25th Street
PHONE MA 7-8391
NORFOLK, VIRGINIA

May 6, 1964

Mr. Roy Barnes
International Brotherhood of Teamsters
25 Louisiana Ave. N.W.
Washington, D.C.

RE: Colonial Stores, Inc.

Dear Sir and Brother:

In reply to telegram, there are approximately 150
employees covered by Agreement with Colonial Stores, Inc.

Break-down as follows-

Truck drivers	-	#63
Warehousemen	-	77
Mechanics & Garage Emp.	-	10

Hope this complies with your request.

Fraternaly yours,

W.F. Long
Sec'y & Treasurer

Tully **WESTERN UNION** *Tully* ↑

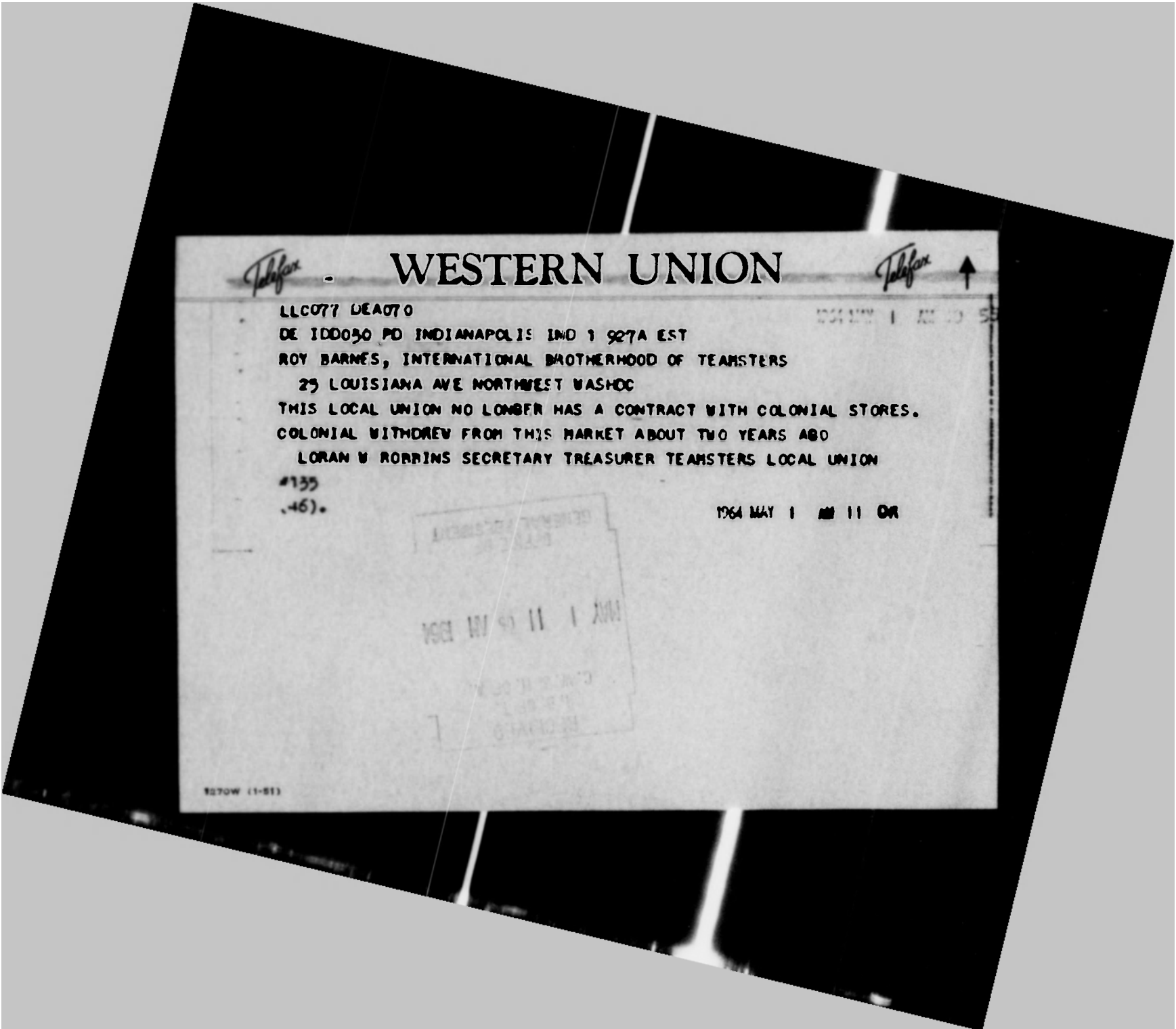
LL6756 AA159
A CMAA7 NO B EXTRA COLUMBIA SOCAR 5 1252P EST
ROY RARNES, REP INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 LOUISIANA AVE NORTHWEST PHONE ST 30925 WASHDC
THE NUMBER OF DRIVERS AND WAREHOUSEMEN IN OUR UNIT WITH COLONIAL
STORES COLUMBIA SOUTH CAROLINA IS APPROXIMATELY 150
A W RAINES SECTY-TREAS TEAMSTERS LOCAL UNION 509
'95).

1964 MAY 5 PM 3

RECEIVED
C. R. R. & A.
MAY 5 2 44 PM EST
GENERAL DELIVERY

HEADQUARTERS
National Department
Colonial Stores
X

1270W (1-51)



— AFFILIATED WITH —
INTL. BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS OF AMERICA
SOUTHERN CONFERENCE OF TEAMSTERS
JACKSONVILLE BUILDING TRADES COUNCIL

TRUCK DRIVERS, WAREHOUSEMEN & HELPERS OF JACKSONVILLE

WILLIAM E. FOWLER
PRESIDENT

Local Union



Number 512

PAUL H. HALL
BUSINESS MANAGER AND
SECRETARY-TREASURER

PHONE 725-7408

10478 ATLANTIC BOULEVARD
JACKSONVILLE, FLORIDA 32211

May 1, 1964.

Mr. Roy Barnes,
International Brotherhood of Teamsters,
25 Louisiana Ave., N. W.,
Washington 1, D. C.

Dear Sir and Brother:

This is in reply to your wire with regard to
Colonial Stores Warehouses in Jacksonville, Florida.

Please be advised that they are not organized.
There are six employees including drivers, employed by
the above mentioned firm.

We trust that this information will be of some
help to you. If there is anything further we can do,
please so advise.

Fraternally yours,

Paul H. Hall
PAUL H. HALL,
Secretary-Treasurer

PHH:ehf



Truck Drivers, Chauffeurs and Helpers Local Union

International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America

217 WEST TWELFTH STREET

CINCINNATI, OHIO 45210

Telephone 721-2537

GEORGE P. STARLING
President

April 30, 1964

BEN D. COLLAMER
Secretary-Treasurer

CHARLES SHORTER
Vice-President

JOHN E. WELLER
Recording Secretary

FRED ALCON
Trustee

LONZO JUSTICE
Trustee

LAUREL WAINSCOTT
Trustee

Business Representatives:

DALLAS BARNES

ROBERT A. LABIOTTA

EDWARD O. CRAWFORD

ROBERT W. CRAWFORD

IRA L. FARMER

TED J. OGDEN

MYN B. MEADE, JR.

JAMES A. MEYER

JACE CRANION

EARL G. QUIGLEY

WENLEY S. TYLER

WILLIAM O. WELSH

Mr. Roy Barnes
International Brotherhood of Teamsters
28 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Sir and Brother:

In accordance with your telegram of this date, we are enclosing copy of our most recent agreement with Colonial Stores, Inc., covering truck drivers and garage employees (both agreements in same booklet).

You will note that these agreements expired on March 29, 1964, negotiations having been delayed because of illness of the principal negotiator for the company; however, retroactivity is assured.

We have thirty drivers and eight garage employees at this firm.

Fraternally yours,

Ben D. Collamer
Secretary-Treasurer

vto
tde 100

Enc.



EASTERN CONFERENCE OF TEAMSTERS

AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

100 INDIANA AVENUE N.W., WASHINGTON 1. D. C.

NATIONAL B.1902

THOMAS E. FLYNN
INTERNATIONAL DIRECTOR
JOSEPH TREROTOLA
SECRETARY-TREASURER

FROM THE OFFICE OF
THOMAS E. FLYNN

May 1, 1964

Mr. Abraham Weiss, Economist
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers
25 Louisiana Avenue, N. W.
Washington, D. C.

Dear Sir and Brother:

As requested by your office, I am enclosing copies of contracts between
Local Unions #391, #822 and Colonial Stores Inc.

With all best wishes, I remain

Fraternally yours,

Thomas E. Flynn
Thomas E. Flynn
International Director

TEF:nd

TRUCK DRIVERS UNION, LOCAL No. 413

OF THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

CA 1-6819 • CA 1-0726
233 SOUTH HIGH STREET

COLUMBUS 15, OHIO

DALE MANN
PRESIDENT
WIT DUNCAN
SECRETARY-TREASURER

May 1, 1964

Mr. Roy Barnes
25 Louisiana Ave., N.W.
Washington, D. C.

Dear Mr. Barnes:

Enclosed is a copy of the Colonial Stores Agreement
covering the Teamsters of Local #413. There are
approximately 30 employees covered by this agreement.

Fraternally yours,

Truck Drivers Union Local #413

Dale Mann
Dale Mann
President

DM/rw

WAREHOUSE, PRODUCTION & MAINTENANCE EMPLOYEES' UNION, LOCAL No. 661

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

JOHN MOCK
President

JAMES WILLIAMS
Vice-President

APPLICATED WITH THE OHIO CONFERENCE OF TEAMSTERS
CINCINNATI JOINT COUNCIL No. 28—NATIONAL WAREHOUSE CONFERENCE
CENTRAL STATES CONFERENCE OF TEAMSTERS

31 East Twelfth Street
Cincinnati 10, Ohio



Telephone: 621-7577

RICHARD HORMAN
Recording Secretary

JOSEPH E. WIRA
Secretary-Treasurer and
Business Representative

HEADQUARTERS

*National Agreement -
Colonial Stores*

May 1, 1964

Mr. Roy Barnes
International Brotherhood of Teamsters
25 Louisiana Avenue, North West
Washington 1, D. C.

Dear Sir and Brother:

Enclosed please find a copy of our current
agreement with Colonial Stores, Incorporated,
which employs 60 members of our Local Union in
their warehouses.

We are currently in negotiations with this
firm and as yet have not reached an agreement.

Fraternally yours

TEAMSTERS UNION LOCAL #661

Joseph E. Wira
Joseph E. Wira
Secretary-Treasurer

60 Warehouse
JEW/m
Encl. 1

Office of the General President
To: F. S. Lenthley

From: Abraham Weiss

In accordance with your telephone request of yesterday, I am
enclosing a summary of the Colonial Stores Group Insurance
Plan, including the experience under the plan (employer and
employee contributions), as well as a summary of the Colonial
Stores Retirement Plan.

I have wired the local union for a copy of the plan booklets,
which I will send you as soon as they are received.

M/ls
Encls.

HEADQUARTERS

National Agreement
Grassroots Industry
8/7/53

RE: Colonial Stores Health and Welfare
and Pension Plans

Research Department
International Brotherhood
of Teamsters
August 7, 1968

COLONIAL STORES GROUP INSURANCE PLAN

(Travelers Insurance Co.)

Group Life Policy No. G-155700

Group Accident & Sickness Policy No. GA-155700-B

A - Regular Full-Time Employees

Life Insurance and Weekly Indemnity

<u>Basic Weekly Salary or Wage</u>	<u>Amount of Life Ins.</u>	<u>Weekly Indemnity (26 wks.)</u>
Less than \$56	\$2000	\$33
\$56 but " " \$68	3000	42
68 " " " 80	4000	48
80 " " " 105	5000	54
105 " " " 125	6000	60
125 " " " 140	7500	60
140 or over	10,000	60

B - Regular Part-Time Employees

Life Insurance \$500
Weekly Indemnity 20

Maternity Expense Benefits (employees and wives of employees)

	<u>Maximum Payment</u>
Delivery of child or children	\$150
Cesarean section, incl. delivery	300
Abdominal operation for extra-uterus pregnancy	300
Miscarriage	75

Comprehensive Medical Expense Benefits - Employees and Dependents

Plan pays 75% of medical expenses above cash deductible of \$50. Maximum benefit - \$5000.

COLONIAL GROUP INSURANCE PLAN OF COLONIAL STORES

Year Ended 8/31/62

Contributions	Company	\$647,724.87
	Employees	627,085.25
No. of Employees Covered		7,751
Premium Rate	Life	U less 22.5%
	Weekly Indemnity	94¢ mo./\$10
	Employee Comprehensive	\$2.71 mo./emp.
	Dependent	\$7.75 mo./emp.
Total Premiums Received		\$1,566,291
Total Claims Paid		1,521,450
Dividends		10,765
Commissions Paid		10,094
Remainder of Premium		225,984

Research Department
International Brotherhood
of Teachers
August 7, 1965

COLONIAL STORES RETIREMENT PLAN

(established 1948)

Eligibility 1 year of continuous, full-time service and attainment of age 30.

Contributions Prior to 10/1/55 - contributory.
After 10/1/55 - non-contributory.

Benefit - Retirement

- A. Past Service: 5% of "base annual compensation" in 1948 not in excess of \$3000 plus 1% of excess over \$3000, times number of years of credited past service.
B. Future Service: (After 7/1/55) 1% of first \$4200 of "base annual compensation" as of beginning of each year, plus 1% in excess of \$4200. Between 7/1/48 and 7/1/55, use \$3000 instead of \$4200.
- Death-Lump sum equal to 200% of employee's total contributions, if any (less retirement benefits received by employee).

Options Joint and survivor.

Termination (other than death), prior to retirement -- employee's contributions, if any, plus 3% interest compounded annually. If have 10 years service under plan, deferred annuity, at employee's option.

Life Insurance If participate in Retirement and Group Life Insurance Plans, life insurance continued by company. Amount of insurance varies from \$600 to \$6000, depending on base weekly earnings (less than \$40 - \$600 insurance; \$140 per week - \$6000).

Example of Annual Benefits

Base Annual Compensation	Years of Future Service Credit After 7/1/55		
	10	20	30
\$3500	\$372	\$744	\$1116
4000	420	840	1260
4500	468	936	1476
5000	516	1032	1692
7500	824	1648	2772

Office of the General President

To: Mr. F. Keathley

From: M. J. Gibbons

HEADQUARTERS

National Agreement

Grocery Industry

X Colonial Stores 8/16/63

DATE

Re: Meeting with Jack Tracy, Colonial Stores.

Jack Tracy will be in my office on Monday, August 26 to discuss national agreements. Please arrange your schedule to be present at this meeting.

HJG



Mr. Barton
ADMINISTRATIVE
Colonial Stores, Inc.

COLONIAL STORES
INCORPORATED

JACK W. TRACY
VICE PRESIDENT
PERSONNEL EMPLOYEE RELATIONS

October 19, 1962

POST OFFICE BOX 4358
ATLANTA 2 GEORGIA

Mr. Harold Gibbons, Vice President
Teamsters International Union
25 Louisiana Avenue, N.W.
Washington 1, D. C.

Dear Harold:

I have just recently learned that the NLRB is holding oral argument on November 9 at 9:30 a.m. in Room 640 of their Washington office in Cases 20-RC-5002, 12-RC-1446, and 5-RC-3915 to review the entire matter of the two-year contract bar rule.

As you probably know, we took the position that a two-year or three-year contract bar rule should exist depending upon what was provided in the particular contract. This position was taken in our hearings in Columbus, Ohio in the warehouse petition filed by the AFL-CIO.

I bring these hearings to your attention for I think you would like to have an opportunity to prepare a brief in this matter.

Sincerely,

JWT:na

COLONIAL STORES, INC.

Sales of Colonial Stores, Inc., are expected to top \$460 million in 1959, establishing a new record for the retail grocery concern, Joseph Seitz, president, said in an interview. He said it is "too early" to forecast earnings.

In 1958 Colonial Stores had sales of \$437,132,213, a decline from 1957's record \$442,152,337. Profits last year were \$4,848,562, or \$1.74 a share, on the 2,692,760 shares outstanding, off from the previous year's \$6,226,490, or \$2.65 a share on the 2,623,668 shares outstanding at the end of 1957.

Sales for the 28 weeks ended July 11, previously reported, were some \$237,974,000, up 1.3% from \$234,819,000 in the like period of last year. Earnings for the 24 weeks ended June 13 totaled \$1,598,606, or 55 cents a share, off from net of \$2,179,294, or 86 cents a share in the corresponding year-earlier period. Profits in the 1958 period included a special Federal tax refund credit equal to 10 cents a share.

Earlier in the year Colonial Stores' sales had been running behind year-ago figures. The decline, which affected earnings, was caused primarily by strong competition in some of the areas served. Profits also were hampered by heavy promotional expenses.

Colonial now operates 475 stores in 11 states east of the Mississippi. In the first half of this year the company opened 14 new stores, remodeled five and closed 12. In the second half it expects to open 20 additional stores, remodel 11, and close five.

A \$5 million food distribution center, under construction at Norfolk, Va., is scheduled for completion early next year. Some service facilities of the center may be open this fall. There are no immediate plans for merger, acquisition or expansion into new territory.

August 12, 1959
For distribution to all Colonial locals.

REPORT DIVISION

*Warehouse - Colonial
Stores, Incorporated*

SURVEY OF:

COLONIAL STORES, INC.

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NATIONAL WAREHOUSE DIVISION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
& HELPERS OF AMERICA
25 Louisiana Ave. NW, Washington 1, DC

H. J. GIBBONS, CHAIRMAN

JOSEPH M. DILLON, SECRETARY

SAMUEL BARON, FIELD DIRECTOR

JANUARY, 1958

BACKGROUND ON COMPANY

(Colonial Stores, Inc. is controlled by National Food Products Corporation which also controls the H. C. Bohack Company.)

COLONIAL STORES, INC. operates a chain of retail food stores in nine southern states and Indiana, and Ohio. Products include nationally advertised merchandise, as well as a minor proportion of items sold under trademarks owned or controlled.

The company leases the majority of its retail stores, and warehouses at Norfolk and Richmond, Va.; Raleigh, N.C.; Columbia, S.C.; Atlanta and Thomasville, Ga.; Cincinnati and Columbus, Ohio; and Indianapolis, Ind. It owns a bakery in Norfolk and leases others in Charlotte, N.C., Atlanta, and Cincinnati.

A modern meat distributing plant at Norfolk was opened in February 1951, and another at Atlanta in March 1953, when company moved to a new 500,000 sq. ft. warehouse, bakery and headquarters building in Atlanta, sold to an insurance company in 1952 and leased back on a long-term basis. Another modern meat distributing plant was opened in Raleigh in June 1956 and another scheduled for December 1957 in Columbia, S.C.

In May 1956, a 250,000 sq. ft. modern food distribution center was opened in Columbus, Ohio, and sold to an insurance company on a long-term lease-back basis. Company plans to spend \$16,500,000 in 1957 on 40-50 grocery supermarkets, including a \$4,500,000 operation center in Norfolk, Va., and a similar one in Cincinnati.

New Acquisitions: In May 1957, Colonial announced that its Albers Division would lease the bread producing plant of Pennington Brothers in Norwood, Ohio. Agreement also included Albers purchase of bakery machinery and equipment housed in the Norwood building.

In August 1957, it was announced that Colonial had purchased the Chattanooga and Atlanta properties of Food Fair for an undisclosed amount. Included in the transaction were two stores and an undeveloped 6-acre tract and a drive-in grocery in Chattanooga; in Atlanta, two undeveloped lots and a store lease in a new shopping center.

Number of Stores: As of December 29, 1956, Colonial had 449 stores in operation. In 1956 the company opened 45 supermarkets, remodeled or enlarged 17 and closed 28 small volume stores. Company expected to have 460 supermarkets in operation by the end of 1957 and planned to open 40 new units in 1958 and enlarge and modernize 13 others.

Background (continued)

On December 15, 1957, Joseph Seitz, president, said that the company's earnings for current year would exceed \$6,000,000 as against \$5,625,000 in 1956, and that sales would total about \$440,000,000 as compared with \$423,000,000 last year.

Colonial's employees number about 10,353 (full-time).

Officers are: Joseph Seitz, President
J. W. Wood, Vice President
W. C. Moseley, Vice President
A. C. Edens, Vice President
T. W. Kehoe, Vice President
C. B. Amann, Vice President
G. W. Waters, Vice President
W. L. Ramsey, Vice President
J. B. Pollard, Secretary-Treasurer
M. W. Grisebau, Comptroller

General Offices: 2251 North Sylvan Road, East Point, Georgia
P. O. Box 4358, Atlanta, Georgia

FINANCIAL DATA:

Four-week sales comparisons for 1956 and 1957 are indicated below:

<u>4 wks. ending:</u>	<u>1957</u>	<u>1956</u>	<u>% of Change</u>
Jan. 26	\$ 32,260,902	\$ 30,678,309	+ 5.2
Feb. 23	32,795,805	31,624,181	+ 3.7
Mar. 23	33,375,379	31,981,994	+ 4.4
Apr. 20	33,557,916	32,602,538	+ 2.9
May 18	32,623,564	32,215,681	+ 1.3
June 15	33,600,236	33,116,160	+ 1.5
July 13	32,829,464	32,498,583	+ 1.0
Aug. 10	33,194,095	31,348,314	+ 5.9
Sep. 7	34,867,913	32,076,175	+ 8.7
Oct. 5	34,785,349	32,484,901	+ 7.1
Nov. 2	34,795,849	32,885,962	+ 5.8
Nov. 30	35,107,000	33,559,000	+ 4.6
Dec. 28	38,358,442	35,966,927	+ 6.7
52 wks.	\$442,152,135	\$423,040,272	+ 4.5
# stores	460 +	437	

While a complete financial rundown is not available on Colonial, the following comparison of net sales and income for 1957-1956 can be reported:

<u>Year Ended:</u>	<u>1957</u>	<u>1956</u>
Net Sales -----	\$442,152,337	\$423,040,272
Net Income -----	6,226,490	5,625,217
Earnings: Pfd.----	\$79.29	\$71.62
Com.----	2.31	2.09

ORGANIZATIONAL STATUS of COLONIAL WAREHOUSES

Warehouse Location	# Employees	Organized	Unorg.	IBT Local
GEORGIA: Atlanta	100		X	728
Thomessville	10		X	728
INDIANA: Indianapolis	24	IBT		135
N.CAR.: Raleigh	400 *		X	391
OHIO: Cincinnati	80	IBT		661
Columbus	81	IBT		413
S. CAR.: Columbia	*		X	71
VIRGINIA: Norfolk	25		X	822
Richmond	50		X	322

* 400 employees at Raleigh and Columbia combined.

Summaries of the Teamster contracts covering the Indianapolis, Cincinnati, and Columbus operations will be found on the following pages.

CONTRACT SUMMARY: Local 135 - Indianapolis, Indiana (Warehouse)

Contract Duration: May 1, 1955 / April 30, 1962

Union Security: -- Union shop
Checkoff
Picket line clause
Hot cargo clause
Unauthorized activity
Recognition clause
Inspection privilege
Maintenance of Standards

Vacations: ----- 1 week after 1 year
2 wks. " 3 yrs.
3 wks. " 12 yrs.

Premium Rates: -- 1½ rate after 8 hours daily
1½ rate after 40 hours weekly
1½ rate for 6th day of work
Double rate for 7th day of work
Double rate for Sunday work
Triple rate for Holiday work
5¢ shift premium

Holidays: ----- Six

Seniority: ----- Basis for: Layoffs
Recalls
Promotions
Probationary period of 30 days
Continuous service defined
Roster provided
Job bidding

Miscellaneous: -- 4 hours report pay
Jury duty pay
3 days funeral leave
Voting time

Sick Leave: ----- 6 days per year; cumulative to 30

Health & Welfare: Central States - \$2.25 weekly

Grievance & Arbitration procedures are outlined. Grievances pertaining to discharges must be filed within 5 days from date of discharge.

Uniforms are furnished and maintained by the company.

(continued)

CONTRACT SUMMARY: Local 135 - Indianapolis, Indiana (continued)

HOURLY WAGE RATES

Date Effective -----	5/1/57	7/14/47	5/4/58	5/3/59	5/1/60	4/30/61
Workweek (hours) ---	45	44	43	42	41	40
<u>Classifications:</u>						
Lift Drivers	\$2.02	\$2.09	\$2.24	\$2.41	\$2.50	\$2.59
Shipping Clerk	2.02	2.09	2.24	2.41	2.50	2.59
Asst. Ship. Clerk	1.99	2.06	2.21	2.38	2.47	2.56
Selector Order Filler	1.97	2.04	2.19	2.36	2.45	2.54
<u>Warehousemen:</u>						
1st 30 days	1.77	1.84	1.99	2.16	2.25	2.34
After 30	1.87	1.94	2.09	2.26	2.35	2.44
Porters	1.56	1.61	1.76	1.93	2.02	2.11
Female Packers	--	1.51	1.66	1.83	1.92	2.01
Truck Drivers	2.02	2.09	2.24	2.41	2.50	2.70

All full-time employees covered by this Agreement will be guaranteed a weekly pay that will not be less than the equivalent of 40 hours at straight time rate plus the number of hours in the standard workweek in excess of 40 at the rate of time and one-half as set forth, provided employee reports for work each day designated by the employer.

CONTRACT SUMMARY: Local 413 - Columbus, Ohio (Warehouse, drivers, garage)

Contract Duration: Oct. 11, 1956 / Oct. 11, 1959

Union Security: -- Union Shop
Checkoff
Picket line clause
Inspection privilege

Vacations: ----- 1 week after 6 months
2 wks. " 1 year
3 wks. " 10 years

Premium Rates: --- 1 $\frac{1}{2}$ rate after 8 hours daily
1 $\frac{1}{2}$ rate after 40 hours weekly
Double rate for Sunday work
2 $\frac{1}{2}$ rate for Holiday work
10¢ shift premium

Holidays: ----- Six

Seniority: ----- Basis for: Layoffs
Recalls
Probationary period of 30 days
Continuous service defined
Roster provided

Miscellaneous: --- 4 hours report pay

Sick Leave: -----

Health & Welfare: Employee Group Insurance Plan
(Warehouse)

Grievance & Arbitration procedures are outlined. Grievances pertaining to discharges must be filed within 5 days from date of discharge.

Uniforms are furnished and maintained by the company. (Garage & drivers)

(continued)

CONTRACT SUMMARY: Local 413 - Columbus, Ohio (continued)

WAREHOUSE: HOURLY WAGE RATES

Date Effective -----	10/11/56	10/11/57	10/11/58
<u>Classifications:</u>			
<u>Group I</u>			
Lift Truck Operator: Start	\$2.045	\$2.145	\$2.225
After 3 mos.	2.07	2.17	2.25
<u>Group II</u>			
Banana Room Oprs.) Start	2.045	2.145	2.225
Order Assembler)Aft.3 mos.	2.07	2.17	2.25
<u>Group III</u>			
Order Loader Start	1.995	2.095	2.175
After 3 mos.	2.02	2.12	2.20
<u>Group IV</u>			
Banana Cutter &) Start	1.945	2.045	2.125
Helper) Aft.3 mos.	1.97	2.07	2.15
Gen'l Whsemen)			
<u>Group V</u>			
Salvage Handler Start	1.87	1.97	2.05
(Male) After 3 mos.	1.92	2.02	2.10
<u>Group VI</u>			
Assembler Start	1.745	1.845	1.925
(Female) After 3 mos.	1.795	1.895	1.975
<u>Group VII</u>			
Janitor Start	1.47	1.57	1.65
After 3 mos.	1.52	1.62	1.70
<u>Group VIII</u>			
Utility Start	1.61	1.71	1.79
(Female) After 3 mos.	1.66	1.76	1.84
<u>Egg Candler</u>			
(Female) Start	1.64	1.74	1.82
After 3 mos.	1.76	1.86	1.94

A maximum of 3 individuals in Group I shall be paid five cents per hour above the rate for performing tally work as part of their regular job duties.

All full-time employees who report each day in accordance with their department schedules, shall be guaranteed the equivalent of 40 hours straight-time pay.

CONTRACT SUMMARY: Local 413 - Columbus, Ohio (continued)

DRIVERS & GARAGE: HOURLY WAGE RATES

Date Effective -----	10/11/56	4/11/57	10/11/57	4/11/58	10/11/58
<u>Classifications:</u>					
Double Truck Drivers:					
First 6 months	2.29	2.34	2.41	2.46	2.54
2nd 6 months	2.315	2.365	2.435	2.485	2.565
After 1 year	2.34	2.39	2.46	2.51	2.59
Truck Drivers:					
First 6 months	2.17	2.22	2.29	2.34	2.42
2nd 6 months	2.195	2.245	2.315	2.365	2.445
After 1 year	2.22	2.27	2.34	2.39	2.47
Helpers:					
First 6 months	2.07	2.12	2.19	2.24	2.32
2nd 6 months	2.095	2.145	2.215	2.265	2.345
After 1 year	2.12	2.17	2.24	2.29	2.37
Truck Mechanic Leadman	2.42	2.47	2.54	2.59	2.67
Truck Mechanic (Journeyman)					
Start	2.26	2.31	2.38	2.43	2.51
After 90 days	2.33	2.38	2.45	2.50	2.58
Service-Men:					
Start	1.87	1.92	1.99	2.04	2.12
After 90 days	1.94	1.99	2.06	2.11	2.19
Apprentice Truck Mechanic					
Start	1.77	1.82	1.89	1.94	2.02
After 90 days	1.84	1.89	1.96	2.01	2.09

After every six months of continuous service, the rate of an Apprentice Truck Mechanic will be increased 5¢ per hour until the above Truck Mechanic rate is reached.

All regular full-time employees (except Garage) who report as scheduled in any week shall be guaranteed 48 hours work except in holiday weeks when the guarantee will be 40 hours. Garage employees are guaranteed 40 hours; in holiday weeks, the guarantee is 32 hours.

CONTRACT SUMMARY: Local 661 - Cincinnati, Ohio (Warehouses)*

Contract Duration: April 1, 1955 / March 31, 1958

Union Security: -- Union shop
Picket line clause
Inspection privilege

Vacations: ----- 1 week after 1 year
2 wks. " 3 years
3 wks. " 12 years

Premium Rates: --- 1 $\frac{1}{2}$ rate after 8 hours daily
1 $\frac{1}{2}$ rate after 40 hours weekly
Double rate for Sunday work
2 $\frac{1}{2}$ rate for Holiday work
5¢ per hour shift premium

Holidays: ----- Six

Seniority: ----- Basis for: Layoffs
Recalls
Probationary period of 30 days
Continuous service defined
Roster provided
Job bidding

Miscellaneous: --- 4 hours report pay

Sick Leave: -----

Health & Welfare: - Employee Insurance Benefit Plan
(Non-contributory)

Grievance & Arbitration procedures are outlined. Grievances pertaining to discharges must be filed within 5 days from date of discharge.

Uniforms are furnished and maintained by the company.

*(Warehouses in Butler, Campbell, Hamilton and Kenton counties.)

(continued)

CONTRACT SUMMARY: Local 661 - Cincinnati, Ohio (continued)

HOURLY WAGE RATES

Date Effective -----	4/1/55	4/1/56	10/1/56	4/1/57	10/1/57
<u>Classifications:</u>					
Banana Room Operator:					
Start	\$1.80	\$1.84	\$1.88	\$1.94	\$1.96
After 15 days	1.85	1.89	1.93	1.99	2.01
Banana Cutter & Helper:					
Start	1.65	1.705	1.745	1.82	1.84
After 15 days	1.70	1.755	1.795	1.87	1.89
Janitor:					
Start	1.49	1.55	--	1.61	--
After 15 days	1.54	1.60	--	1.66	--
General Warehousemen:					
Start	1.65	1.705	1.745	1.82	1.84
After 15 days	1.70	1.755	1.795	1.87	1.89
Order Loader:					
Start	1.72	1.76	1.80	1.86	1.88
After 15 days	1.77	1.81	1.85	1.91	1.93
Order Assembler:					
Start	1.80	1.84	1.88	1.94	1.96
After 15 days	1.85	1.89	1.93	1.99	2.01
Lift Truck Operator:					
Start	1.80	1.84	1.88	1.94	1.96
After 15 days	1.85	1.89	1.93	1.99	2.01
Salvage Handler (Male):					
Start	1.60	1.66	1.70	1.78	1.80
After 15 days	1.65	1.71	1.75	1.83	1.85

All full-time employees who report for work on request each day of the work-week, as required by their department schedule, are guaranteed weekly pay that will not be less than the equivalent to 40 hours at straight-time rates (including holiday pay).